



WYOMING DEPARTMENT OF CORRECTIONS

Policy and Procedure #1.002

Management Philosophy – Mission, Vision and Core Values

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Authority: Wyoming Statute(s): 9-2-1706 25-1-104 25-1-105 ACA Standard(s): 4-4001 4-4002	Effective Date: May 1, 2011 Revision/Review History: 3/20/2000 Summary of Revision/Review: Revises previous WDOC regulations to create a uniform policy and procedure.
Cross Reference of Policy:	Supersedes Existing Policy : P&P 1.002, <i>Mission Statement, Management Philosophy, and Core Values</i> , dated March 20, 2000
Approved: R.O. Lampert Robert O. Lampert, Director	
3-24-11 Date	

APPROVED FOR INMATE DISTRIBUTION

REFERENCE

1. ATTACHMENTS
 - A. Wyoming Department of Corrections Mission and Vision Statements
 - B. Wyoming Department of Corrections Management Philosophy and Core Values
2. OTHER – None Noted



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I. PURPOSE

- A. **Description.** The purpose of this policy is to establish the management philosophy that the Wyoming Department of Corrections (WDOC) and its divisions and institutions will employ in conducting its functions as established by W.S. 25-1-104 and W.S. 25-1-105. (ACA 4-4001)

II. POLICY

- A. **General Policy.** It is the policy of the WDOC to articulate its management philosophy and establish a mission statement, vision statement, management philosophy and core values, which will be reviewed annually and updated as needed.
- B. **Public Release.** It is the policy of the WDOC that its mission statement, vision statement, management philosophy and core values be made available to the public, included on its web site and publicized within and outside the WDOC.

III. DEFINITIONS

- A. **Director.** The person appointed by the Governor of the State of Wyoming to serve as the chief administrative officer for the WDOC pursuant to W.S. 9-2-1706 and in compliance with W.S. 25-1-104.

IV. PROCEDURE

- A. The Director will ensure that the WDOC develops a written mission statement within the context of the entire criminal justice system. The mission statement will be reviewed annually and updated as needed. (ACA 4-4002)
- B. The Director will ensure that the WDOC formulate short- and long-range goals and measurable objectives consistent with the WDOC's mission statement. These goals and objectives will be developed with input from staff and appropriate community and criminal justice partners and will be included in WDOC's Strategic Plan posted on WDOC's website.
- C. The Director will develop and maintain necessary policies and procedures to ensure that goal-oriented functional operations and programs are maintained.



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1. To the largest extent possible operations and programs should be based on demonstrated best-practice and correctional interventions should be evidence-informed.
 2. The Director and other designated staff will identify and plan for the acquisition and maintenance of the resources needed to achieve this objective in as cost-effective manner as possible.
- D. All policy and procedure formulation, staff training, and correctional facility development and renovation will take into account relevant standards, laws, and regulations.

V. TRAINING POINTS

- A. Who is responsible for ensuring that WDOC develops a written mission statement?
- B. How often will the mission statement be reviewed?
- C. Who is responsible for developing and maintaining necessary policies and procedures to ensure that goal-oriented functional operations and programs are maintained?
- D. Review attachments to ensure familiarity with current mission, vision and core values of the agency.

WYOMING DEPARTMENT OF CORRECTIONS MISSION STATEMENT

“The Wyoming Department of Corrections contributes to public safety by exercising reasonable, safe, secure and humane management, while actively providing offenders opportunities to become law-abiding citizens.”

WYOMING DEPARTMENT OF CORRECTIONS VISION STATEMENT

“To be a benchmark correctional system.”

The Wyoming Department of Corrections will provide a seamless correctional system aimed at improving community safety through employee training, recognition and retention, evidence-based crime prevention, risk/need assessment, and recidivism reduction strategies that focus on:

- Workforce excellence;
- Role modeling and reinforcing pro-social behavior;
- Redirecting behavior that is not pro-social in nature;
- Collaborative intervention to at-risk populations;
- Thorough and on-going individual risk/needs assessments;
- Risk appropriate housing and community supervision/mentoring;
- Individualized quality services to victims, offenders and inmates; and,
- Successful collaborative re-integration back into society.

WYOMING DEPARTMENT OF CORRECTIONS MANAGEMENT PHILOSOPHY AND CORE VALUES

We commit to managing the Wyoming Department of Corrections with openness, honesty and integrity. We are accountable to the Mission Statement, the Director of Corrections, the Governor and elected State Officials, the public and to each other. In accomplishing the mission of the WDOC and pursuing its vision, the management and staff of WDOC will:

- pro-actively manage its offender population to ensure the safety and security of the public, offenders and staff;
- maintain safe, secure, clean, civil and productive correctional facilities in compliance with established standards and security and safety requirements;
- provide evidence-informed risk-appropriate services and programs to address offender assessed needs;
- facilitate the successful reintegration of inmates into society using best-practice approaches;
- provide pro-active success-oriented services to offenders being supervised in the community to improve social accountability and success; and,
- seek opportunities for expanding the involvement of community, victims and others in improving transparency and the effectiveness of correctional services.

The following Core Values are built around our commitment to public safety and offender rehabilitation and will guide our performance in carrying out our mission and pursuing our vision as a benchmark correctional system:

1. We recognize the importance of our staff as being the Department of Corrections' strength and major resource in achieving our objectives and commit to the continued training, recognition and retention of staff.
2. We recognize that human relationships, which are principled, ethical and reasonable, are the cornerstone of our commitment to our mission.
3. We recognize that the offender has the potential to live as a law-abiding citizen and we encourage the assuming of responsibility for one's actions and reduction of future criminogenic risk.
4. We are committed to developing partnerships throughout our communities to include victims, relevant groups, and public and private agencies.
5. We recognize the importance of the community's, the victim's and the offender's role in a successful criminal justice system and see this as essential to the achievement of our mission.